

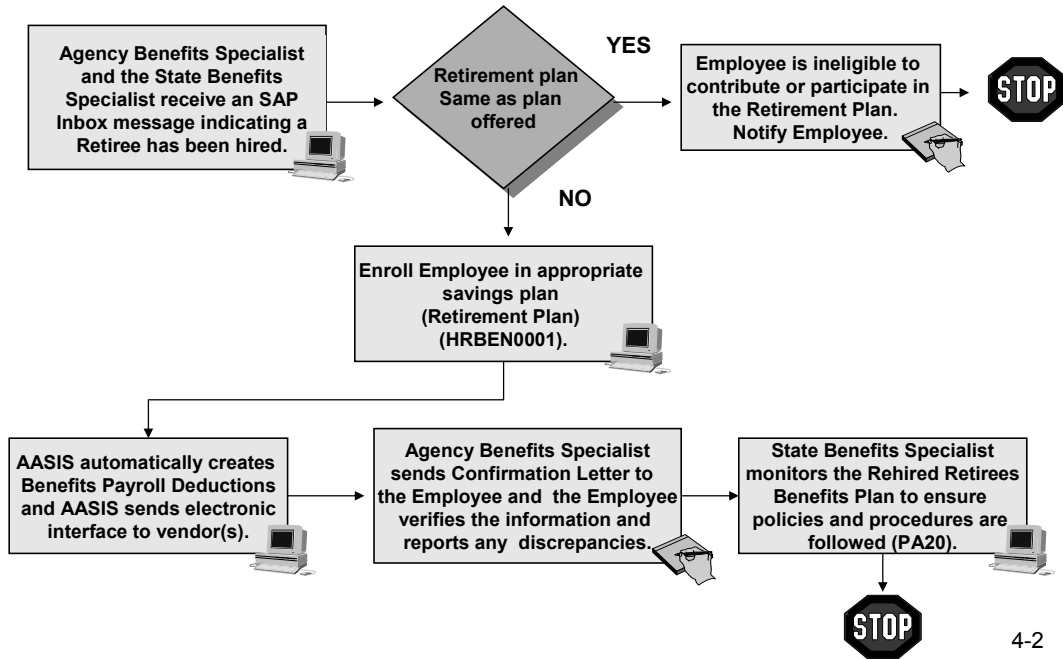


# **HRBEN BENEFITS ADMINISTRATION**

## **Chapter 4 – Rehire Retiree Enrollment**



## Rehire Retiree Benefits Task Flow Savings (Retirement)



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4-2

### Perform Rehire Retiree Enrollment (Automatic Plans)

**Note:** For all employees retired prior to June 10, 2001 and then rehired after June 10, 2001, the employee will have to be hired in as a 'new hire' because their previous record will not be in AASIS. Benefit participation must also be processed and illustrated task flows should still be used.

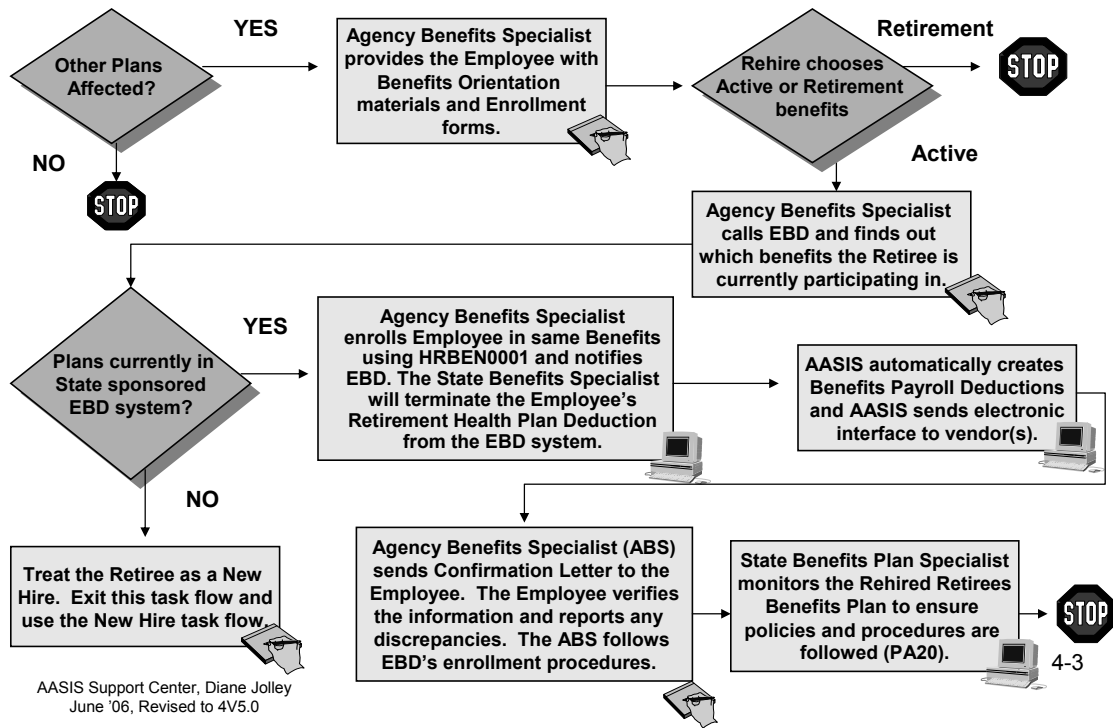
A Rehire with a lapse in service is treated as if they are a new employee in regards to benefits.

A Rehire without a lapse in service should not have a lapse in benefits. However, the system will treat them as if they are a new employee. Therefore, the agency must correct the effective date of the employee's benefits.

**Note:** Retirement System Policy governs eligibility for Rehired Retirees. Be sure that the correct work contract field has been selected on the Organizational Assignment infotype to ensure correct plan offerings.



## Rehire Retiree Benefits Task Flow Employee Elections



### Perform Rehire Retiree Enrollment (Employee Elections)

**Note:** For rehire retirees in AASIS, dependents that were previously covered on a benefit plan will appear in the employee's Master Data. Coverage should be selected in the enrollment process for dependents that are still eligible. Dependents that were not previously eligible may be added by following the BPP – Create Dependent Record.

Some plans for the rehire retiree may not have been terminated in AASIS when their employment ended. Do not enroll in existing plans without verifying eligibility and application rules. Contact EBD for assistance.

# Questions and Answers

